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Mission:
To provide collaborative consulting services that result in a customized pathway to increased performance and profitability.

Vision:
To be a global business partner known for cultural evolution.



Business and Human Resource Solutions

Introduction

Evolution Management, Inc. (EMI), a woman-owned, small business, was founded in 1994 with a vision to help organizations succeed in aligning people and processes as they both continuously evolve. Our team of seasoned, innovative and creative professionals has both government and private sector experience. Our diverse 'real world' experience and skills enable us to provide tailored solutions that positively impact performance and strategic goals.

As a dynamic, full-service management consulting firm, EMI offers a full-range of efficient and effective consulting services, to both civilian and government clients, in three core competency areas:

Strategic Human Capital Planning and Management Organization Development Training

Our innovative solutions result in:

integrating enterprise needs with strategic plans
transforming current skills to future competencies
aligning people needs and enterprise goals
empowering people to resolve conflicts and focus on performance



We provide business leaders with cost-effective solutions to address challenges, transformation, performance improvement and conflict. Our clients tell us they appreciate our "big business" delivery with "small business" flexibility and relationships.

Mission Oriented Business Integrated Services (MOBIS)

EMI would like the opportunity to help you manage the changes that challenge your enterprise. Under our MOBIS contract, EMI offers the following services:

Consulting Services (874-1)

Assist and guide management, organizational and business improvement initiatives. Our approach combines a focus on organizational development with the needs of the organization's human resources. Change at any magnitude requires a thorough understanding of the current and future states, an analysis of the gaps between the two, collaboration and participation, communications, planning and implementation processes.



Facilitation Services (874-2)

Help individuals and groups create an environment which fosters healthy dialogue to enable creative expression, problem resolution and team building in order to work more efficiently together in developing and reaching performance goals.

Survey and Assessment Services (874-3)

Assist with the design and implementation of appropriate methodologies and techniques to gather, analyze and report on relative project data, essential in the development of recommendations for improvement. Follow-up work involves the monitoring and measuring of improvements and on-going modifications to improve the system as needs change.

Core Competencies

Strategic Human Capital Planning and Management

EMI offers Human Resource/Human Capital Management for corporations, small businesses and government agencies:

- ☐ workforce analysis
- ☐ job analysis and position descriptions
- ☐ recruitment and retention
- ☐ career transition books and workshops
- ☐ handbooks, policies and procedures
- ☐ performance metrics
- ☐ Affirmative Action Plans
- ☐ HR audits and training
- ☐ process review and audits
- ☐ performance management
- ☐ data privacy awareness
- ☐ HR mentoring and coaching



EMI helped our firm establish and achieve affirmative action compliance with the tools and confidence to develop and continually improve our Affirmative Action Program, along with other critical HR processes and procedures."
Elena Linnar, HR Manager, Cape, Inc.

Organization Development

EMI works in a collaborative manner with our public and private sector clients to design and implement solutions for improving organizational and financial performance. Our core capabilities include:

- executive coaching
- strategic human capital planning
- strategic planning and implementation
- studies and analysis
- individual, team and enterprise assessments
- succession planning
- change management
- leadership development
- transition planning and implementation



Evolution Management's highly professional Organization Development expertise, focused on process, people, and workplace culture resulted in a transition planning approach fostering a new view of workplace efficiencies, stakeholder relations, and accountability."

Robert Tobin, Manager, Technical Services Group, FAA ATOA-IT

Training

EMI targets areas of development necessary for our clients' survival and success in a competitive marketplace. Training options include, but are not limited to:

- management skills
- team building and facilitation
- project management
- leadership skills
- stress and time management skills
- executive coaching
- train-the-trainer
- outplacement
- harassment-free workplace
- supervisory skills
- competency-based curriculum development



I just finished looking at the draft training manual. Wow! I'm sure there will be a few tweaks, but I really think you "hit it out of the park" - transitioning us to a competency-based learning system. Thanks."

*Nancy M. Vepraskas, SPHR, CCP, Vice President of Human Resources
U.S. Automotive Parts Group, Genuine Parts Company*

Government Projects

In addition to many successful projects in the private sector, EMI has completed government projects such as the following:



Defense Acquisition University – Development of Strategic Human Capital Plan

Federal Aviation Administration – Transition and Communication Plans for ATO-IT, 2009 Strategic Planning Retreat for Model Workplace and Diversity Office, Administrative Services Performance Improvement

Initiative and Training for Research, Technology and Development, Teambuilding and Leadership Coaching for ATO- IT, including administering and debriefing the Myers-Briggs Type Indicator; Strategy Planning Retreat for Model Workplace and Diversity Office; Executive Coaching and

Teambuilding for Air Transportation Division; Administrator Training and Development for Engineering, Research and Technology Office

Food and Nutrition Group (USDA) – Training design and facilitation, memory improvement skills for improving team and customer interactions

Justice Department - designed and delivered High Impact Communications training

Small Business Administration - Regions and IV and VI – Designed and facilitation multiple workshops focused on Leading Change, Managing Personal and Professional Change and Performance Management along with Teambuilding including administering the Myers-Briggs Type Indicator

Treasury Department – administered a 360° Feedback Assessment based on OPM SES leadership competencies, together with coaching and preparation of 2 year training plan

Performance Institute – designed and facilitated training workshops on topics such as Succession Planning, Strategic Recruitment and Retention and Leading Change

Senior Staff

Deborah A. King, President, SPHR

Debbie is an innovative, seasoned professional with over thirty years of experience in business management, organization development, human resource management and training. She is a resourceful problem-solver with proven expertise in organization development, human resource management, project management, managing change, training and development, executive coaching, and administration efficiencies. Prior to establishing EMI in 1994, Debbie was the Business Management Division Manager for the South Atlantic Region of CH2M Hill, an environmental engineering consulting firm.



Ms. King is an energetic and creative consultant who has high standards, values team participation, cares about people, and produces positive results. In addition to earning her senior certification in human resources, Debbie has an MBA from Kennesaw State University with a concentration in Human Resources. Ms. King has authored several books including *Learning To Live With Downsizing*, and *Position Your Next Move for a Successful Job Search*, along with many articles on topics related to human resource management, strategic planning, managing change, organization transformation and data privacy in the workplace. She is recognized as a national speaker on change management, human resource, career transition, and privacy topics.

Theadora K. Gabrielson, Ph.D, Training Consultant

A professional with over 30 years experience working with adults in pre-service and in-service settings. Terri has also developed expertise in competency-based performance training and evaluation using state-of-the-art practices along with standardized and unstandardized assessment instruments. An accomplished trainer, she has developed and presented professional development experiences for adults in educational and corporate settings.

Dr. Gabrielson has the ability to behavioralize job skills for accurate evaluation. She has keen observation and listening skills that aid in the appropriate evaluation of problem situations and can use the information to generate training that meets the needs of the participants. She is a skilled data collector using various types of instruments which include surveys, phone interviews, focus groups and observations. As an experienced researcher, Terri uses state-of-the-art theory and practice in task design and implementation. Skilled with "high-stakes" testing design and implementation Dr. Gabrielson's expertise includes item design and related test constructs such as logical and plausible distracters, multiple-choice item conventions and the recognition of biasing elements.

Contractors & Teaming Partners

EMI utilizes quality professionals with 'real world' experience and skills in human resources, change management, training and mediation. Equipped with an online registration system, EMI is able to attract and maintain a network of seasoned, innovative and creative individuals. Also, EMI, through teaming agreements, is able to provide added services to clients.



The following are just a few examples of the professional depth of expertise EMI maintains through its contractors and teaming partners:

- Multiple seasoned professionals, each with twenty plus years of experience in human resources management, change management, organization development, employee and leader training and development, executive coaching, strategic management, project management, goal development and team building.
- Professional trainers and facilitators.
- Professionals recognized for excellence in education, public speaking, writing, research, analysis and publication.
- Professionals with extensive governmental and civilian work experience.
- Professionals accomplished in designing and implementing competency based performance and evaluation instruments as well as instruments to gather information necessary for decision making.
- Professionals with extensive technology and computer related experience.

Pricing



EMI conducts most of its project work on a fixed fee basis. It is our usual practice to meet with our client to discuss project needs and expectations and then to propose our services based on the best approach we believe will address desired outcomes in the most reasonable and competitive manner. On occasion however, a fixed fee compensation arrangement is not reasonable. In those situations an hourly approach is used.

Professional Labor Category	2009 – 2010 * Pricing Rate/Hour
Senior Project Manager	\$176.00
Senior Project Lead	\$146.00
Project Manager	\$117.00
Project Lead	\$98.00
Senior Consultant – OD	\$176.00
Lead OD Consultant	\$141.00
OD Consultant	\$117.00
Consultant – Management	\$98.00
Management Consultant – Contractor	\$141.00
Lead HR Consultant	\$89.00
HR Consultant	\$70.00
Lead Consultant – Facilitation	\$141.00
Facilitator	\$117.00
Consultant – Facilitation	\$98.00
Lead Survey Consultant	\$141.00
Survey Consultant – Contractor	\$141.00
Consultant – Survey	\$98.00
Administrative Assistant	\$51.00
Data Entry Specialist	\$42.00

We accept government credit cards

Locations:

1800 Diagonal Road
Suite 600; PMB#104
Alexandria, VA 22314
703.647.6015

4994 Lower Roswell Road
Suite 32
Marietta, GA 30068
770.587.9032
770.587.9806 (f)

Codes

DUNS	92-9628089
TIN	58-2131277
CAGE	1ZAM9
NAIC:	541611, 541612, 541618, 541720, 561110, 561499, 611430